Defense Leadership & Management Program (DLAMP)

The Defense Leadership and Management Program (DLAMP) is a DOD-wide competitive leader development program. It was developed by OSD in 1997 in response to recommendations of the Commission on Roles and Missions, which called for changes in the way senior civilians are trained, educated and developed. The objective of DLAMP is to prepare, certify and continuously educate and challenge a highly capable, diverse, mobile cadre of senior civilians with DOD-wide capability.

DLAMP is a systematic program of civilian leader development, affording significant benefits to participants and their sponsoring organizations.

- Each participant will be given the opportunity to complete a comprehensive development program including:
    a. A 3- or 10- month program of professional military education, with emphasis on national security decision making. The National Defense University has developed the new three-minth curriculum. Additional quotas in the five existing Senior Service Colleges are provided for the 10-month program.
    b. A minimum of 10 graduate-level courses in national security, leadership and management issues, to develop familiarity with the range of subjects and issues facing defense leaders. Each course is taught over a two-week period at a new Defense facility in Southbridge, MA or Herndon, VA.
    c. A rotational assignment of at least 12 months for career broadening. Assignments may be to a different Defense component, occupational area, or organizational level. Appropriate prior experience may satisfy this requirement.
    d. Component and occupation-specific developmental courses. For Army, this includes our Civilian Leadership Training Common Core curriculum and applicable Army Civilian Training, Education and Development System (ACTEDS) requirements.

- A structured mentoring process will guide each participant's development. Participants will meet these requirements on an incremental basis averaging a period of six to ten years, generally in a temporary duty status from their home station. Previous education and experience may fulfill some of the DLAMP requirements.
- Participation in this program should enhance the individual's competitive standing for filling key leadership jobs throughout the Department. A substantial number of leadership positions (GS-14, 15, and SES) in OSD and the Components will be designated as DLAMP key positions. DLAMP participants and graduates will be given priority consideration in filling these jobs as they become vacant. (Policy and procedures on priority consideration are currently under development.)